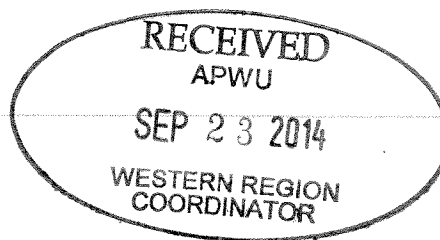


WESTERN AREA
HUMAN RESOURCES



For: () Pacific Area Local(s)
(X) Western Area Local(s)
() So. West Area Local(s)

(X) Withholding Info
(X) Staffing Issue(s)
(X) Status Update
(X) Grievance Administration

(X) Please review, take action
and reduce issues to writ-
ing
() Comments

Mr. M. Gonzalez, Coordinator

September 23, 2014

Omar M. Gonzalez
APWU Western Region Coordinator
1350 Old Bayshore Hwy., Ste. 360
Burlingame, CA 94010-1882

RE: Notice of Withholding for Missoula, MT

Dear Mr. Gonzalez:

Please be advised that based on workload reduction and in order to minimize impact due to the planned excessing, we are authorizing the withholding of two (2) residual vacancies. These residual vacancies are at the same or lower levels in surrounding installations within a 50-mile radius of the Missoula, MT Post Office. As information, the two (2) affected Maintenance positions are:

- One (1) – Electronic Technician, (PS-10), Occ. Code 8560020
- One (1) – Maintenance Mechanic, (PS-7), Occ. Code 474903XX

If you have any questions, please contact Anita Works, Labor Relations Specialist, Western Area at 303-313-5605.

Sincerely,

Anita Works for
Simon M. Storey
Manager, Human Resources
Western Area

cc: Manager Labor Relations, Western Area
Manager In-Plant Support, Western Area
District Manager, Dakotas
Manager Human Resources, Dakotas
Manager Labor Relations, Dakotas
Complement Coordinator, Dakotas
Regional Director NPMHU, Denver
NALC National Business Agent, Region 2

Attachments: Workhour Impact Report, Seniority Roster, Map, Supporting Document

aw.47772

1745 STOUT ST., STE. 600
DENVER, CO 80299-4000
(303) 313-5020
FAX: 313-5021

WorkHour Impact Report

Impacted Bid Cluster	MISSOULA POST OFFICE
Installation Address	
Area Name	WESTERN
Impact Type	Reduction Other Than by Attrition
Date of Impact	01/31/2016
Period (Dates) of Review Performed	08/17/2013 thru 08/15/2014
Report Prepared By	Deborah Wittmayer
Report Prepared Date	09/16/2014
Reviewed By	Richard Chavez
Phone	(605) 575-3405

WorkHour Impact Report

Craft = MAINTENANCE

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	612	542	-70	-280	-3640	-2	1872

OverTime Impact

	Current OT Average Weekly Hrs	Current OT Rate	Planned OT per Week from changes	Additional Planned OT per Week	Percent Planned OT per Week	Planned OT Hours per Week	Planned OT Rate
Total	17	2.8%	-2	0		15	2.8%

WorkHour Impact Report

Casuals

a. Current Number of MAINTENANCE Casuals on Rolls	0
b. Current Total Non-OverTime MAINTENANCE Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE Casuals Hours per Month	0
d. Number of MAINTENANCE Casuals that will have Reduced Hours	0
e. Number of MAINTENANCE Casuals that will be Terminated	0
f. Number of MAINTENANCE Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE Casuals	
N/A	

Mail Handler (MHAs)

a. Current Number of MAINTENANCE MHAs on Rolls	0
b. Current Total Non-OverTime MAINTENANCE MHA Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE MHA Hours per Month	0
d. Number of MAINTENANCE MHAs that will have Reduced Hours	0
e. Number of MAINTENANCE MHAs that will be Terminated	0
f. Number of MAINTENANCE MHAs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE MHAs	
N/A	

Part Time Flexible (PTFs)

a. Current Number of MAINTENANCE PTFs on Rolls	0
b. Current Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE PTFs Hours per Month	0
d. Number of MAINTENANCE PTFs that will have Reduced Hours	0
e. Will there be any MAINTENANCE PTFs Excessed from Craft or Installation	NO
If Yes how Many MAINTENANCE PTFs	0
f. Provide Narrative Explaining need for Excessing	
N/A	

City Carrier Assistant (CCAs)

a. Current Number of MAINTENANCE CCAs on Rolls	0
--	---

b. Current Total Non-OverTime MAINTENANCE CCA Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE CCA Hours per Month	0
d. Number of MAINTENANCE CCAs that will have Reduced Hours	0
e. Number of MAINTENANCE CCAs that will be Terminated	0
f. Number of MAINTENANCE CCAs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE CCAs	
N/A	

Postal Support Employees (PSE)

a. Current Number of MAINTENANCE PSE on Rolls	0
b. Current Total Non-OverTime MAINTENANCE PSE Hours per Month	0
c. Planned Reduction in Total Non-OverTime MAINTENANCE PSE Hours per Month	0
d. Number of MAINTENANCE PSE that will have Reduced Hours	0
e. Number of MAINTENANCE PSE that will be Terminated	0
f. Number of MAINTENANCE PSE Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining MAINTENANCE PSE	
N/A	

WorkHour Impact Report

Part Time Regular (PTRs)

a. Current Number of MAINTENANCE PTRs on Rolls	0
b. Planned Number of MAINTENANCE PTR Positions after Impact	0
c. Estimated Number of MAINTENANCE PTR Attrition	0
d. Will there be any MAINTENANCE PTRs Excessed from Craft or Installation	NO
MAINTENANCE PTRs	0
e. Provide Narrative Explaining need for Excessing	
N/A	

Full Time Regular (FTRs)

a. Current Number of MAINTENANCE FTRs on Rolls	17
b. Planned Number of MAINTENANCE FTR Positions After Impact	15
c. Estimated Number of MAINTENANCE FTR Attrition	0
d. Will there be any MAINTENANCE FTRs Excessed from Craft or Installation	YES
If Yes how Many MAINTENANCE FTRs	2
e. Provide Narrative Explaining need for Excessing	
Reduce complement by 1 ET on Tour 2, 1 MM7 on Tour 2	

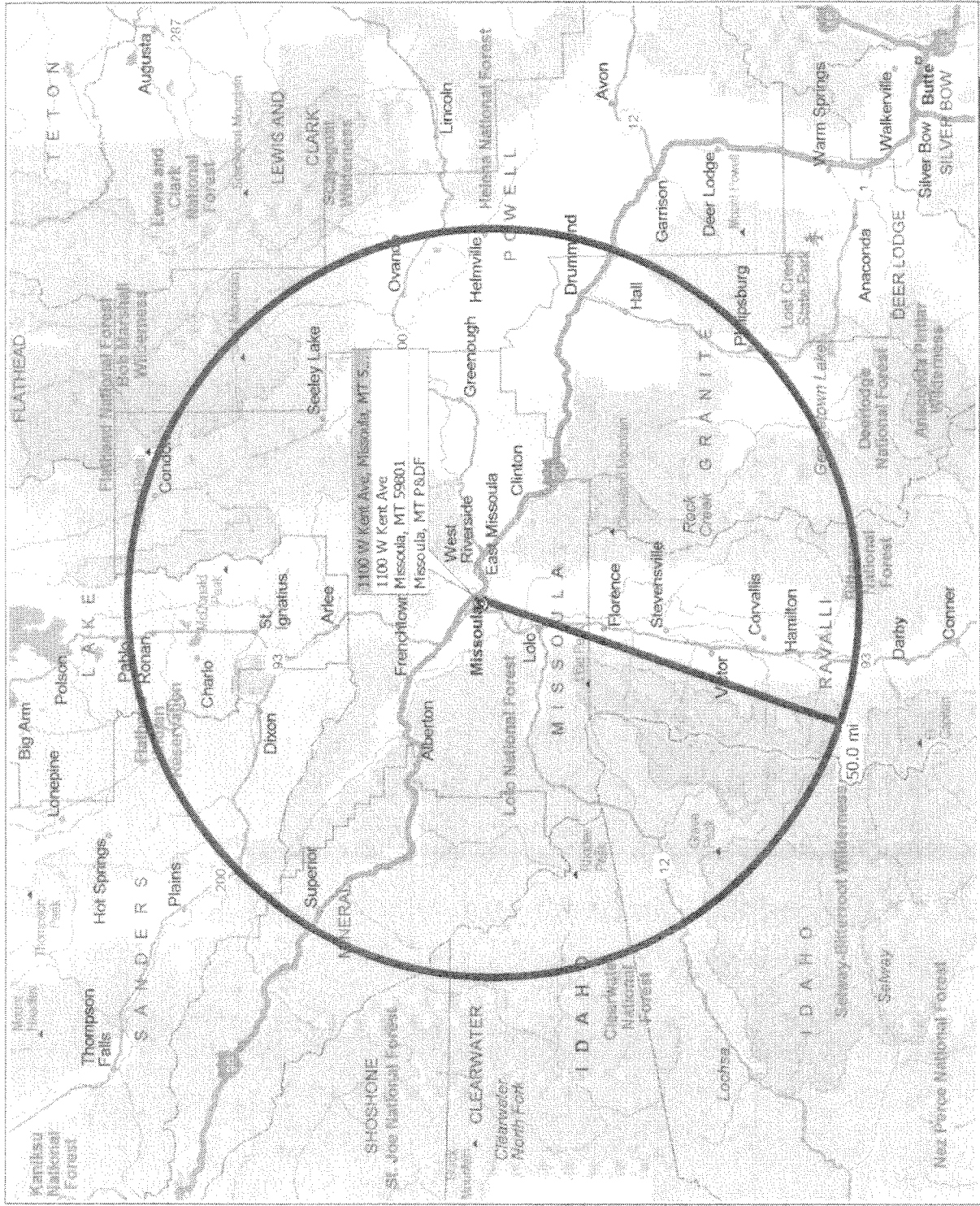
WorkHour Impact Report-MAINTENANCE

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-280
b. <i>Planned Reduction in Total OT Hours per Month</i>	-8
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in MHA Non-OT Hours per Month	0
e. Planned Reduction in PTF Non-OT Hours per Month	0
f. Planned Reduction in CCA Non-OT Hours per Month	0
g. Planned Reduction in PSE Non-OT Hours per Month	0
h. Total Planned Non-OT Hours per Month	2168
i. Total FTE Savings	-2

FINANC E	OFFICE	FULL NAME	JOB TITLE	EMP LEVEL	DJA	FUNC	LDC	CCC CODE	SEN DATE	SEN#	VET PREF
295796	MISSOULA PO	GODDARD MARTIN J	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	10/30/1993	1	Y
295796	MISSOULA PO	GRAHAM JR JOHN P	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	11/30/2002	1	Y
295796	MISSOULA PO	PELTIER CURTIS J	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	1/7/2006	1	Y
295796	MISSOULA PO	SHELMAN JOHN T	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	6/9/2007	1	Y
295796	MISSOULA PO	FARMER STEVEN A	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	10/24/2009	1	Y
295796	MISSOULA PO	HERSMAN TODD J	ELECTRONIC TECHNICIAN	10	168	3B	36	8560020	2/27/2010	2	Y
295796	MISSOULA PO	TISDELL CAROL A	LABORER CUSTODIAL	7	166	3B	38	350203XX	11/20/1999	1	Y
295796	MISSOULA PO	MCFADDEN ROY E	LABORER CUSTODIAL	4	166	3B	38	350203XX	7/12/2003	1	N
295796	MISSOULA PO	MCLAUGHLIN SUSAN M	LABORER CUSTODIAL	4	166	3B	38	350203XX	3/3/2007	1	N
295796	MISSOULA PO	KING LARRY G	LABORER CUSTODIAL	4	166	3B	38	350203XX	9/29/2007	1	N
295796	MISSOULA PO	LAWRENCE MARK J	LABORER CUSTODIAL	4	166	3B	38	350203XX	5/24/2008	1	Y
295796	MISSOULA PO	CORNWELL CASEY R	LABORER CUSTODIAL	4	166	3B	38	350203XX	5/3/2014	4	N
295796	MISSOULA PO	RANDALL JOHN D	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	3/27/1999	1	Y
295796	MISSOULA PO	JESNESS FRANKLIN L	MAINTENANCE MECHANIC	7	167	3B	37	474903XX	6/30/2001	1	Y
295796	MISSOULA PO	ZUBATCH BROCK W	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	6/5/2010	1	Y
295796	MISSOULA PO	WITT MORGAN F	MAINTENANCE MECHANIC	7	168	3B	36	474903XX	4/18/2014	1	Y
295796	MISSOULA PO	DODDER DANIEL M	MAINTENANCE MECHANIC MPE	9	166	3B	36	53500001	8/9/2003	1	N

Montana, United States, North America



Missoula P		Mach #	DBC pcs	DB hrs	ACT Thruput rate	DB hrs 31.5K throughput rate	DB hrs reduction	Machine Summary		
DBCS	1	5,705,371	189	30,187	181	8				
DBCS	3	3,504,384	136	25,768	111	25				
DBCS	4	3,297,610	144	22,900	105	39				
DIOSS	2	4,889,514	216	22,637	155	61				
DIOSS	5	3,520,800	150	23,472	112	38				
Total	5	20,917,679	835	174,993	664	171		needs/17hr	current	reduction
per run period					per day	7		39	5	2
					per wk	43		1.6	hours	
					DB reduce	2.5		Impact	F-1 >>	4,451
					ET reduce	2		F-3b >>	3,520	
					Total	5				

[illegible]

AMP Number	AMP Gain or Loss					AMP 50 mile left over need placed		
	Clerks	MHs	Maintenance	Mgt	Total	Clerks	Maintenance	Total
Facility	-16	-3	-1	-2	-22	16	4	20
Minot	12	3	2	0	17			
Bismarck								
Minot AMP	4	0	1	-2	-5			
Dakota Cer	-16	-7	10	-4	-37	16	10	26
Sioux Falls	16	6	2	1	25			
Dak Central	0	-1	-8	-3	-12			
Total Dak	-4	-1	-7	-5	-17	32	14	46

Machine savings based on 31,500 operational throughput with the assumption that all mail will be in front of the machines to run similar to DPS. For each DPS run he saved two clerk hrs were saved. Mailhandlers' hours were cut in proportion to the clerk hour's cut. Maintenance hours were cut based on one machine loss.

Cuts on ETR Maintenance NM or FI

AMP savings based on existing models & 50 mile

AMP gains in facilities remained the same as AMP studies. Minot AMP left 3 maintenance employees there and moved 3 F-1 clerks to F-4. Dakota Central closes no

September 23, 2014

SITE SUMMARY - WORKHOUR ESTIMATE PROGRAM

LAST APPROVAL DATE

eWHEP Version 1.0

July 30, 2013

MISSOULA PO

Mail Processing	Total	MM5/MM6	MM-7	MPE-9	ET-10
Total WorkHours Requested	16,794.63	193.74	7,463.38	4,771.58	4,365.93
Total Staffing Hours	19,145.88	200.69	7,558.07	5,342.59	5,944.63
Total Years	10.88	0.11	4.35	3.04	3.38

MS-1	Total	MM5/MM6	MM-7	BEM-9
BLDG and BLDG Equip Hours (Main Office)	1869.21	0.00	1869.21	0.00
BLDG and BLDG Equip Years (Main Office)	1.06	0.00	1.06	0.00
BLDG and BLDG Equip Hours (Sta/Branch)	635.99	0.00	635.99	0.00
BLDG and BLDG Equip Years (Sta/Branch)	0.36	0.00	0.36	0.00

FMO	Total	MM5/MM6	MM-7	AMS-8	AMT-9
Field Maintenance (Hours)	0.00	0.00	0.00	0.00	0.00
Field Maintenance (Years)	0.00	0.00	0.00	0.00	0.00

MOS	Total	MSC-7
Maintenance Operations Support	0.00	0.00

MS-47	Total	CUST-3	CUST-4	BMC-5	GRPLDR-5	PSE
Cust Hours (Main Office)	9,573.52	9,573.52	0.00	0.00	0.00	0.00
Cust Years (Main Office)	5.44	5.44	0.00	0.00	0.00	0.00
Cust Hours (Sta/Branch)	1393.32	1393.32	0.0	0.0	0.00	0.00
Cust Years (Sta/Branch)	0.79	0.79	0.00	0.00	0.00	0.00